

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-114121	9/25/13
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Special Police & Security Officers (NASPSO)		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address (b) (6), (b) (7)(C)		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No. (202)248-4395	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about the last six months, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6) termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Coastal International Security, Inc.		4a. Tel. No. (505)692-8469 4c. Fax No. (505)747-8438	4b. Cell No. 4d. e-Mail mdolan@ahc-services.com
5. Location of Plant Involved (street, city, state, and ZIP code) 1300 Pennsylvania Ave., N. W. Washington, D. C. 20004-3002		6. Employer representative to contact Maureen Dolan, Labor Relations Specialist	
7. Type of Establishment (factory, mine, wholesaler) Contractor	8. Principal product or service Security services	9. Number of Workers employed 180	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C) 11c. Fax No.	11b. Cell No. 11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)		Cell No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) an Individual		Fax No.	
(b) (6), (b) (7)(C)		Date 8/4/13	
(b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

November 27, 2013

(b) (6), (b) (7)(C)

Re: National Association of Special Police &
Security Officers (NASPSO)
(Coastal International Security, Inc.)
Case 05-CB-114121

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that National Association of Special Police and Security Officers (NASPSO) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges the Union, violated Section 8(b)(1)(A) of the Act by restraining and coercing employees by refusing to process your grievance regarding your termination for arbitrary or discriminatory reasons or in bad faith.

The investigation revealed that on (b) (6), (b) (7)(C) 2012, the Union accompanied you to a meeting scheduled by the Employer to view a video of the incident the Employer asserts caused your suspension and termination for negligence with firearms. The evidence shows that the Union subsequently filed a grievance over your suspension and termination on (b) (6), (b) (7)(C) 2012. Thereafter, the Union continued to communicate with the Employer regarding your situation. Then, according to you, sometime in (b) (6), (b) (7)(C) 2013, the Union notified you that it would not file for mediation and/or arbitration. Finally, the investigation revealed that the Union decided not to pursue arbitration because it did not believe it could win due to the documentary evidence that appeared to show you had engaged in negligent conduct concerning the handling of your firearm.

A union breaches its duty of fair representation "only when a union's conduct toward a member of the collective bargaining unit is arbitrary, discriminatory, or in bad faith." *Vaca v. Sipes*, 386 U.S. 171, 190 (1967). A union's actions are arbitrary "only if, in light of the factual and legal landscape at the time of the union's actions, the union's behavior is so far outside 'a wide range of reasonableness' ... as to be irrational." *Air Line Pilots Assn. v. O'Neill*, 499 U.S. 65, 67 (1991), quoting *Ford Motor Co. v. Huffman*, 345 U.S. 330, 338 (1953). Any subsequent examination of a union's performance must be highly deferential. *General Truck Drivers Local 315 (Rhodes & Jamieson)*, 217 NLRB 616, 618 (1975), *enfd.* 545 F.2d 1173 (9th Cir. 1976).

Based on the foregoing, the Union's decision not to continue processing your grievance to arbitration was not so unreasonable to constitute a duty of fair representation violation. Accordingly, further proceedings are not warranted, and I am refusing to issue complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **December 11, 2013**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than December 10, 2013.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on **E-File Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before December 10, 2013**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to

National Association of Special Police &
Security Officers (NASPSO)
(Coastal International Security, Inc.)
Case 5-CB-114121

- 3 -

November 27, 2013

disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Wayne R. Gold

Wayne R. Gold
Regional Director

Enclosure: Appeal form

cc: General Counsel
Office of Appeals
Franklin Court Building
National Labor Relations Board
1099 14th Street, N.W.
Washington, DC 20570

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

National Association of Special Police &
Security Officers (NASPSO)

(b) (6), (b) (7)(C)

Ms. Maureen Dolan
Labor Relations Specialist
Coastal International Security, Inc.
1300 Pennsylvania Avenue, N.W.
Washington, DC 20004-3002

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		05-CB-114426	09/30/2013
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name		b. Union Representative to Contact	
Security, Police and Fire Professionals of America (SPFPA)		Joe McCray	
c. Address		d. Tel. No. (586)772-7250	e. Cell No.
25510 Kelly Road, Roseville, MI 48066-4932		f. Fax No. (586)772-9644	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since on or about (b) (6), (b) (7)(C) 2013, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) regarding discharge for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer		4a. Tel. No. 703-263-7176	4b. Cell No. 810-241-2826
Paragon Systems, Inc.		4c. Fax No.	4d. e-Mail rgumul@parasys.com
5. Location of Plant Involved (street, city, state, and ZIP code)		6. Employer representative to contact	
13655 Dulles Technology Dr., Suite 100 Herndon, VA 20171-4634		Roman Gumul	
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product or service	9. Number of Workers employed	
Government Contractor	Security Services	300	
10. Full name of party filing charge	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code)			
(b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) an Individual		Cell No.	
Print type name and title or office, if any		Fax No.	
Address: (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
Date: 9/26/13			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

November 14, 2013

(b) (6), (b) (7)(C)

Re: Security, Police and Fire Professionals of America (SPFPA)
(Paragon Systems, Inc.)
Case 05-CB-114426

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Security Police and Fire Professionals of America (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **November 29, 2013**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than November 28, 2013.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before November 29, 2013**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Wayne R. Gold

Wayne R. Gold
Regional Director

Enclosure

cc General Counsel
Office Of Appeals
Franklin Court Building
National Labor Relations Board
1099 14th Street, NW
Washington, DC 20570

Eric W. Berg, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Mr. Joe McCray
Security Police and Fire Professionals of
America (SPFPA)
25510 Kelly Rd.
Roseville, MI 48066-4932

Mr. Roman Gumul
Paragon Systems, Inc.
13655 Dulles Technology Dr., Ste. 100
Herndon, VA 20171-4634

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-116153	10/31/2013
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA), AND ITS LOCAL 287		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 25510 KELLY RD, ROSEVILLE, MI 48066-4932.		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No. (586)772-9644	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) 1(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since on or about (b) (6), (b) (7)(C) 2013 and at all times thereafter, the above-named Labor Organization, by its officers, agents and representatives, restrained and coerced the employees of Coastal International Security in the exercise of the rights guaranteed in Section 7 of the Act by refusing to continue processing the grievance related to the suspension of (b) (6), (b) (7)(C)</p>			
3. Name of Employer Coastal International Security, Inc. 6101 Fallard Dr, Upper Marlboro, MD 20772		4a. Tel. No. (505) 692-6738	4b. Cell No. 4d. e-Mail
		4c. Fax No. (505)747-8438	
5. Location of Plant involved (street, city, state, and ZIP code) Ronald Reagan Building, Washington, D.C.		6. Employer representative to contact Maureen Dolan	
7. Type of Establishment (factory, mine, wholesaler) Federal Building	8. Principal product or service Security Services	9. Number of Workers employed 200	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C), An Individual	Tel No. Cell No. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)	Print/type name and title or office, if any)	Fax No.	
Address: (b) (6), (b) (7)(C)	Date: 3/10/13	e-Mail (b) (6), (b) (7)(C)	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

Region 5
Bank Of America Center, Tower II
100 S. Charles Street, Ste 600
Baltimore, MD 21201

Agency Website: www.nlr.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

December 3, 2013

Michael J. Akins, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police and
Fire Professionals of America (SPFPA),
and its Local 287
(Coastal International Security, Inc.)
Case 05-CB-116153

Dear Mr. Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Wayne R. Gold

Wayne R. Gold
Regional Director

cc: (b) (6), (b) (7)(C)
International Union, Security, Police and Fire
Professionals of America (SPFPA), and
its Local 287
25510 Kelly Road
Roseville, MI 48066

(b) (6), (b) (7)(C)

Ms. Maureen Dolan, Labor Relations Specialist
Coastal International Security, Inc.
6101 Fallard Drive
Upper Marlboro, MD 20772-3878

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-117135	11/13/2013
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Security and Police Officers of America		b. Union Representative to Contact Assane B. Faye, Executive Director	
c. Address 1101 Pennsylvania Avenue, N.W. Suite 600 Washington, D.C. 20004		d. Tel. No. (732) 644-0390	e. Cell No. (732) 644-0390
		f. Fax No. (732) 736-1237	g. e-Mail assaneba@aol.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			

In the last six months, the above-named labor organization has restrained and coerced employees and failed to fairly represent employees by the following conduct: (1) refusing to accept the resignation of (b) (6), (b) (7)(C) from the union; (2) denying union membership to employees for bias and discriminatory reasons; (3) failing to seek bargaining unit ratification of the CBA; (4) conducting "undemocratic elections," removing certain officers, and retaliating against certain employees for their protected activity; (5) intentionally ignoring employees' phone calls, emails, letters, and text messages; and (5) being more interested in collecting money from employees than representing them.

3. Name of Employer MVM, Inc. 44620 Guilford Drive Ashburn, VA 20147		4a. Tel. No. (571) 223-4500	4b. Cell No.
		4c. Fax No. (571) 223-4474	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) Bethesda, MD – NIH Building		6. Employer representative to contact Sandra Bradshaw, Manager of Human Resources	
7. Type of Establishment (factory, mine, wholesaler) Security company	8. Principal product or service Security guard	9. Number of Workers employed Approx. 4000	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)			Tel. No. (b) (6), (b) (7)(C)
(signature of representative of person making charge)	Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date: October 30, 2013	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq*. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

November 25, 2013

Mr. Assane B. Faye, Executive Director
United Security and Police Officers of America
1101 Pennsylvania Avenue, N.W., Suite 600
Washington, DC 20004

Re: United Security and Police Officers of
America (MVM, Inc.)
Case 05-CB-117135

Dear Mr. Faye:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Wayne R. Gold

Wayne R. Gold
Regional Director

cc: (b) (6), (b) (7)(C)

Ms. Sandra Bradshaw
Manager of Human Resources
MVM, Inc.
44620 Guilford Drive
Ashburn, VA 20147

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CB-117899	11/25/2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, Fire Professionals of America (SPFPA), Local 444		b. Union Representative to contact Willie Jones, President	
c. Address (street, city, state and ZIP code) 71 East Cherry St. Rahway, NJ 07065		d. Tel. No. 215.879.1832	e. Cell No.
		f. Fax No. 215.877.2179	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (b) (6), (b) (7)(C) 2013, and at all times thereafter, the above-named Labor Organization, by its officers, agents and representatives, has restrained and coerced employees of Paragon Systems, Inc., in the exercise of their rights guaranteed in Section 7 of the Act, by failing to represent employee (b) (6), (b) (7)(C) by failing to process (b) (6) grievances.			
3. Name of Employer Paragon Systems, Inc.		4a. Tel. No. 703.263.7176	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 13655 Dulles Technology Dr., Suite 100 Herndon, VA 20171		6. Employer representative to contact Michael Vazquez, Captain Michael Mateer PM	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Services	8. Identify principal product or service Security	9. Number of workers employed 150+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11 a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		c. Fax No.	d. e-Mail
12. DECLARATION I declare that I have read (b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief		Tel. No. (b) (6), (b) (7)(C)	
By (signature of representative making charge) (b) (6), (b) (7)(C)		Cell No.	
An Individual (title or office, if any)		Fax No. (b) (6), (b) (7)(C)	
Address		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S.C. 1825)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. §151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

IO: (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

December 12, 2013

Eric W. Berg, Esq.
Gregory, Moore, Jeakle & Brooks, P.C.
The Cadillac Tower
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Re: International Union, Security, Police, Fire
Professionals of America, Local 444
(Paragon Systems, Inc.)
Case 05-CB-117899

Dear Mr. Berg:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Steven L. Shuster

Steven L. Shuster
Acting Regional Director

cc: Mr. Willie Jones, President
International Union, Security,
Police, Fire Professionals of America
(SPFPA), Local 444
71 East Cherry Street
Rahway, NJ 07065-4000

(b) (6), (b) (7)(C)

Mr. Michael Vazquez, Captain
Paragon Systems, Inc.
13655 Dulles Technology Drive
Suite 100
Herndon, VA 20171

FORM NLRB-508
(11-07)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
05-CB-120268Date Filed
01/09/2014

INSTRUCTIONS: File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1 LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name Security Police Fire Professionals of America (SPFPA), Local 452	b. Union Representative to contact (b) (6), (b) (7)(C)
c. Phone: (b) (6), (b) (7)(C) FAX:	d. Address (street, city, state and ZIP code) (b) (6), (b) (7)(C)
e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 1(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2013, and at all times thereafter, the above-named Labor Organization, by its officers, agents, and representatives, restrained and coerced the employees of DynCorp International in the exercise of the rights guaranteed in Section 7 of the Act, by failing to represent employee (b) (6), (b) (7)(C) on issues pertaining to access to (b) (6) personnel file.

3. Name of Employer DynCorp International	4. Phone: 571-722-0203 FAX:
5. Location of plant involved (street, city, state and ZIP code) Corporate 3190 Fairview Park Drive, Suite 900 Falls Church, VA 22042	6. Employer representative to contact Karen Laury
7. Type of establishment (factory, mine, wholesaler, etc.) Security Guards	8. Identify principal product or service Security Services
9. Number of workers employed 60	
10. Full name of party filing charge (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	12. Phone: (b) (6), (b) (7)(C) FAX:

13. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (signature) (b) (6), (b) (7)(C)	An Individual (title or office, if any) Jace 36,2413
(b) (6), (b) (7)(C) (Address)	Phone (b) (6), (b) (7)(C) FAX: (Telephone No.)
	(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. §151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

IO:JAM 12/20/2013



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, SUITE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410) 962-2822
Fax: (410) 962-2198

February 7, 2014

Gordon A. Gregory, Esq.
Gregory Moore Jeakle & Brooks PC
65 Cadillac Square, Suite 3727
The Cadillac Building
Detroit, MI 48226-2893

Re: Security Police Fire Professionals of
America (SPFPA), Local 452 (Dyncorp
International)
Case 05-CB-120268

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Steven L. Shuster

Steven L. Shuster
Acting Regional Director

cc: Mr. Arthur Dunston
Security Police Fire Professionals of
America (SPFPA), Local 452
4107 Cedar Lane, Apartment B
Portsmouth, VA 37032

(b) (6), (b) (7)(C)

Ms. Karen Laury
Dyncorp International
3190 Fairview Park Drive, Suite 900
Falls Church, VA 22042

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-120422	1/6/14
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police, Fire Professionals of America (SPFPA), and its Local 287		b. Union Representative to Contact Joe McCray	
c. Address 25510 Kelly Road Roseville, MI 48066		d. Tel. No. 586-772-7250	e. Cell No.
		f. Fax No. 586-772-9644	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about the last six months, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination by Coastal International Security at the Reagan Building in Washington, D.C. for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer Coastal International Security		4a. Tel. No. 505-692-6738 4c. Fax No. 505-747-8438	4b. Cell No. 4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 7 Infinity Loop, Espanola, NM 87532		6 Employer representative to contact Maureen Dolan	
7. Type of Establishment (factory, mine, wholesaler) Contractor	8 Principal product or service Security services	9. Number of Workers employed 500	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
By: (b) (6), (b) (7)(C)		An Individual	
(signature) or representative or person making charge		Cell No.	
Address. (b) (6), (b) (7)(C)		Print/type name and title or office, if any)	
		Fax No.	
		Date: January 6, 2014	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq*. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlr.gov
Telephone: (410)962-2822
Fax: (410)962-2198

January 27, 2014

Gordon A. Gregory, Esq.
Gregory Moore Jeakle & Brooks, P. C.
The Cadillac Tower
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police, Fire
Professionals of America (SPFPA), and its Local 287
(Coastal International Security)
Case 05-CB-120422

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Steven L. Shuster

Steven L. Shuster
Acting Regional Director

cc:

(b) (6), (b) (7)(C)

Mr. Joe McCray
International Union, Security, Police, Fire
Professionals of America (SPFPA),
and its Local 287
25510 Kelly Rd.
Roseville, MI 48066-4932

Ms. Maureen Dolan
Coastal International Security
7 Infinity Loop
Espanola, NM 87532